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08-00

SUPPLEMENTARY AGREEMENT TO THE  
GLoucester County Welfare Board AGREEMENT

Retroactive to January 1, 1975

It is agreed by the Gloucester County Welfare Board and the Communication Workers of America - AFL-CIO to hereby enter into a supplementary agreement to the existing agreement made under the provisions of the said existing agreement.

It is further agreed that the supplementary agreement shall consist of revisions of the following provisions of the contract: (A) A revision of Article 3, Section III, subsection E-7; (B) A revision of Article 5, Section A, Salaries; (C) A revision of Article 6, Section A, Education; and (D) A revision of Article 7, Section A, Mileage. The revisions and additions to the existing agreement are attached hereto.

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## GRIEVANCE PROCEDURE

### 1. Article 3 - Section III, Subsection E-7 (Revision)

The parties agree to delete Section E-7 of the current agreement. All of the other sections of this Article remain as they are presently constituted in the existing agreement.

## COMPENSATION

### 2. Article 5 - Section A (Revision) Salary Scales Only

*beginning*  
The following are the revised salaries payable retroactive to January 1, 1975 for the positions enumerated below. Should new Ruling 11 rate increases become effective after approved by the Division of Public Welfare in 1975, these rates shall go into effect and become retroactive to July 1, 1975. The regular increments, as established by the anniversary dates in the present contract, shall continue in full force and effect for the duration of the agreement.

A. Employees of the BOARD shall be compensated on the basis of the following ranges based on a thirty-five (35) hour work week.

<u>JOB TITLE</u>	<u>RANGE NO.</u>	<u>Salary</u>	<u>Increment</u>
Clerk	3	4,866-6,567	
Clerk Typist	5	5,364-7,240	
Account Clerk	5	5,364-7,240	
Clerk Bookkeeper	5	5,364-7,240	
Senior Clerk Typist	8	6,210-8,387	
Senior Account Clerk	8	6,210-8,387	
Senior Clerk Bookkeeper	8	6,210-8,387	
Principal Clerk Typist	11	7,189-9,702	
Principal Account Clerk	11	7,189-9,702	
Principal Clerk Bookkeeper	11	7,189-9,702	
Head Account Clerk	15	8,737-11,796	
Head Clerk Bookkeeper	15	8,737-11,796	
Welfare Aide	11	7,189-9,702	
Caseworker	16	9,174-12,387	
Investigator County Welfare Board	16	9,174-12,387	

EDUCATIONAL ASSISTANCE

3. Article 6, Section A (Revision)

New Section A. shall be inserted as follows:

A. The Board agrees to pay for any course that an employee is required to take by the Board or the Director during the employee's course of employment with the Welfare Board. The Board may reimburse employees for expenses and tuition related to courses that are directly related to the work the employee is performing on a daily basis as an employee of the Welfare Board. All courses of this nature must first be approved by the Director. The Director will develop criteria that will clearly indicate that the course is work related and that the course will contribute to the Welfare Board in some measureable way. Any employee seeking reimbursement for work related courses must submit a copy of the transcript indicating that the employee has maintained at least a C+ or 2.5 average in the course if it is an undergraduate course or a B or 3.0 average if the course is a graduate course. All grades must be submitted to the Director and, in addition to the grade sheet, actual proof of payment from the institution by the employee must be submitted to the Director. All of the above materials must be submitted by September 15 of the contract year in order to insure payment during the contract year.

New Section B. shall be inserted as follows:

B. The Director shall inform the employee of his decision for reimbursement within 30 days after the employee's request has been made to him. Should the Board be unable to act on the employee's request at the regularly scheduled meeting, the Director will so notify the employee and will respond to his request within 10 days after the next regularly scheduled Board meeting.

New Section C. shall be inserted as follows:

C. A maximum of two (2) qualified caseworkers, two (2) income maintenance workers and two (2) clerical employees may be offered an opportunity for educational leave for the purpose of pursuing full time study authorized by Ruling No. 11, Part 3 of the Division of Public Welfare.

4. TRANSPORTATION AND REIMBURSEMENT  
Article 7, Section A (Revision)

The parties agree to delete twelve cents (12¢) per mile in line two (2) of paragraph A. and to insert fifteen cents (15¢) per mile in line two (2) of paragraph A.

The understanding above which constitutes a supplemental agreement to the existing agreement constitutes the entire agreement in understanding of the parties hereto.

IN WITNESS WHEREOF, our signatures are set forth here below:

GLOUCESTER COUNTY WELFARE BOARD

BY

Charles D. Johnson  
Charles D. Johnson, Director

Morris Nastase  
Morris Nastase, President

William J. McGinnis, Jr.  
William J. McGinnis, Jr.  
Gloucester County Welfare Board  
Negotiator

COMMUNICATION WORKERS OF  
AMERICA AFL-CIO

Edward Schultz  
Edward Schultz, Representative

Diane Read  
Diane Read, Negotiations  
Committee Member

John D. Dandy  
John D. Dandy  
Negotiations Committee Member